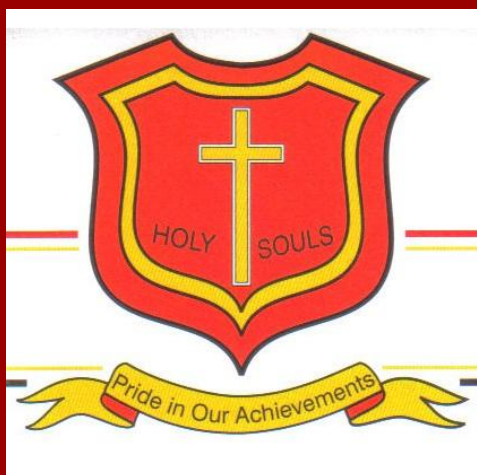


HOLY SOULS RC PRIMARY SCHOOL

Pride in our achievements



Anti-Bullying Policy

Vision Statement

Holy Souls School is a Catholic School where we share our life in Christ in the growing knowledge that Jesus loves us. Our school is a place where everyone is able to feel welcomed, valued, secure, loved and happy. Everyone who comes into our school will be treated with respect. We remember that Jesus said, 'Treat others as you would like them to treat you'

Date Agreed by Committee: 12/02/2026

Date Ratified by FGB: 26/03/2026

Review Spring 2029



Policy Statement for Anti-bullying

Mission Statement

Holy Souls school is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and contrary to our Mission Statement's value of: "To love one another as I have loved you". If bullying does occur, all pupils should be able to speak out and know that incidents will be dealt with promptly and effectively.

Aims

The aim of this anti-bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

What is bullying?

Bullying will be defined by different people in different ways, therefore it is important to have a common definition on bullying, which everyone in school understands and accepts.

Bullying can be defined as deliberately hurtful behaviour, **repeated over a period of time** and involving an imbalance of power, leaving the victim feeling defenceless. For children this is better described as Behaviour which can cause unhappiness to another child in the school and is repeated. This includes name-calling, swearing and insulting a child's family, as well as physical acts. This includes cyber bullying and indirect acts which exclude people from groups and spreading hurtful and untruthful rumours.

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (via any devices connected to mobile networks or the Internet)

Staff and Governors would identify bullying by behaviours which include:

- Changes in behaviour, such as becoming shy and nervous.
- Feigning illness and taking unusual absences or clinging to adults.
- Changes in work patterns.
- Lacking concentration.
- Truanting from school.

Pupils are encouraged to report bullying to an adult or a member of their peer group, who will then report the incident to an adult. All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Objectives of this Policy

- All governors, teaching and non-teaching staff agree with the policy and will follow our procedures when bullying is reported.
- After class discussions, each class develops a definition of bullying, appropriate to the age of the children, which may be displayed in classrooms. All pupils know and understand that Holy Souls School will not tolerate bullying.
- All pupils and parents are informed about the school's policy on bullying, and what they should do if bullying arises.
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated in school.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- If appropriate a clear account of the incident will be recorded, on CPOMS, including reports from others who witnessed the event.
- The headteacher will interview all concerned and take action as quickly as possible.
- Class teacher will be informed.
- Parents will be informed as necessary.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil.
- Offering continuous, on-going support.
- Help in restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- The bully (or bullies) may be asked to genuinely apologise.
- Official warnings will be given to cease offending.
- Exclusion from certain areas of school premises.
- Fixed-term exclusion or permanent exclusion.

Outcomes

- In serious cases, fixed term or permanent exclusion will be considered.
- If possible, the pupils will be reconciled through restorative conversations (see behaviour policy)

- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeat bullying does not take place.

Preventing Bullying

1. This policy will be reviewed at the beginning of each school year. The school's Mission Statement and school rules will be presented to children in a series of assemblies at the beginning of the year and reinforced at times during the school year. Our emphasis is on creating a positive atmosphere where children understand how to treat each other and that they feel valued themselves. A summary of this policy will be shared with parents at the beginning of each year.
2. Our school environment will be kept clean, safe and secure. Adequate staff will supervise children at playtimes, lunchtimes and around school.
3. Staff have been trained in dealing with challenging behaviour.
4. Pupils will be encouraged to tell an adult if they feel uneasy or concerned about incidents.
5. Time will be given within the PSHE (SCARF) scheme of work, for children to look at patterns of acceptable behaviour.
6. Incidents will be carefully recorded by staff on CPOMS, children and parents will be consulted in a constructive and supportive manner.
7. All staff will be made aware of the school's definition of bullying and are encouraged to be vigilant for any signs of its occurrence.

Curriculum

The scheme of work for our PSHE curriculum incorporates: health education, personal and social relationships, the world and our responsibilities. This scheme is appropriate to the age group of the children. Work is also carried out within the Religious Education curriculum to encourage love of others and respect of everyone and the world around us. It is also important to develop the spirit of reconciliation as practised by Christ and to try to ensure our school community follows His example.

We will use a variety of methods for helping children to prevent bullying which may include:

- Writing a set of school/class rules.
- Writing stories, poems or drawing pictures about bullying.
- Reading stories about bullying.
- Stories and themes about relationships in school and class assemblies.
- Using drama/role play activities.
- Discussing issues in class and School Council meetings.

Break time

Six members of staff are on duty at playtime – they are spread around the playground. Children are encouraged to seek an adult whenever they feel unhappy or unsafe. Incidents that occur on the playground are dealt with by the teacher on duty and if deemed necessary, reported to the class teacher and the Head teacher.

Lunch time

Children are supervised at lunchtime by Teaching Assistants who look after the children between 11:50 – 1:00pm, either within the hall or out on the playground. The headteacher or deputy headteacher (in the absence of the headteacher) will have overall responsibility during lunch time.

All TAs are familiar with our positive approach to behaviour.

Bullying and anti-social behaviour will not be tolerated at Holy Souls School. The whole school community will work together to ensure our school is a place where love of one another is at the heart of our school family.

Online Bullying

The rapid development of, and widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Online bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle online bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices including mobile telephones.

Child on child abuse

Child on child sexual abuse is sexual abuse that happens between children of a similar age or stage of development. It can happen between any number of children, and can affect any age group (DfE 2018). It can be harmful to the children who display it as well as those who experience it. It can take place in spaces which are supervised or unsupervised. Within a school context, for example, child on child sexual abuse might take place in spaces such as toilets, the playground, corridors or when children are walking home (Contextual Safeguarding Network, 2020). As children develop healthily, it is normal for them to display certain types of sexualised behaviour. It is important that adults who work, or volunteer with children can identify if any sexualised behaviour has become harmful or abusive, and respond proportionally to keep all the children involve safe.

Examples of sexually abusive behaviour may include:

- Inappropriate or unwanted sexualised touching
- Pressurising, forcing or coercing others to perform or take part in sexual acts
- Pressuring, forcing or coercing someone to share nude images (sexting)
- Sharing sexual images of a person without their consent
- Taking a picture under a person's clothing, without their consent (upskirting)
- Sexual harassment
- Sexual or sexist name calling

Indicators that a child has experienced child on child sexual abuse may be physical or behavioural. A child or young person may appear withdrawn, frightened or begin to act differently from usual. They may also display physical signs such as noticeable discomfort in their genital area.

Children may not always understand that they have experienced or carried out child on child sexual abuse. This might be because:

- They don't understand what constitutes appropriate, inappropriate, problematic or abusive sexualised behaviour
- They have experienced sexual abuse themselves and don't realise that what happened to them was wrong
- They don't know whether consent was given
- The abuse happened between friends or partners
- The abuse took place online
- They blame themselves for the abuse they received
- Younger children lack knowledge of sex and sexuality as they are less likely to have received any relationships and sex education

If we identify that a child had experienced child on child sexual abuse or there are concerns a child might be displaying harmful sexual behaviour we will take child protection action, in line with our Child Protection and Safeguarding policy.

Supporting the child who has experienced abuse

Every child who has experienced abuse should receive tailored support to meet their needs. We will:

- Listen carefully to the child and reassure them that we are taking them seriously
- Record the incident, noting all the relevant facts as fully as possible. Write down the language used by the child – this will help us to record precisely what happened and understand how the child has been affected
- Consider what support the child may need in the short-term, eg; making sure they will not come into contact with the child who has displayed abusive behaviour
- Consider what long-term support the child may need to help them recover from the trauma of what they have experienced. This may include therapeutic support.
- Understand the child's support network and consider what help they need to protect and care for the child
- Include the child in any decisions that affect them

Supporting the child who has displayed abusive or harmful sexual behaviour

It is important to protect and support children who have displayed abusive or harmful sexual behaviour. We will:

- Consider any risks to the child's safety and what multi-agency responses are needed to support the child and their family
- Talk calmly to the child. Remember that they may not realise they have behaved abusively and avoid using language that may make them feel judged or criminalised
- Consider appropriate sanctions in light of this behaviour policy and the level of intent or understanding involved. Peer on peer abuse is not listed on the Behaviour Management policy as each case will need to be considered individually before any sanctions are put in place
- Work with the child and their support network to put measure in place that will help the child change their behaviour
- Consider what targeted therapeutic support the child may need

Multi-agency responses

Our Designated Safeguarding Lead (DSL) or a Deputy DSL will work with relevant agencies to protect and support all the children involved in an incident of peer on peer sexual abuse. This includes children's social care and the police if necessary.

Danielle Ellison
Spring 2026